IN THE COURT OF THE FURT JUDICIAL DISTRICT OF HINDS, COUNTY, MISSISSIPPI

Thossia Horton	PLAINTIFF NO. 14-675
Hinds Courty, Messissippi eral	DEFENDANT

I, BARBARA DUNN, CIRCUIT CLERK, OF THE CIRCUIT COURT

IN AND FOR THE SAID STATE AND COUNTY DO HEREBY CERTIFY THAT

THE ATTACHED ARE TRUE AND CORRECT COPIES OF ALL THE PAPERS

FILED IN THIS OFFICE IN THE ABOVE STYLED AND NUMBERED CAUSE,

AS OF THIS DATE THE SAME IS OF RECORD IN THIS OFFICE IN DOCKET

BOOK NO. 475 TO WIT: Entire full

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BARBARA DUNN, CIRCUIT CLERY
HINDS COUNTY, MISSISSIPH
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EXHIBIT
"A"

BARBARA DUNN, CIRCUIT CLERK FIRST BY THROSSIA HORTON VS. HINDS COUNTY, MISSISSIP	
HINDS COUNTY, MISSISSIP HINDS COUNTY SHERIFF'S D	PI,
	PI, DEPARTMENT

COMPLAINT JURY TRIAL DEMANDED

COMES NOW Plaintiff, Throssia Horton, and brings this action against Defendants, Hinds County, Mississippi, Hinds County Sherriff's Department, and Hinds County Board of Supervisors, and John Does 1 through 10. Plaintiff is seeking compensatory damages, punitive damages, costs and attorney fees, and other such relief as allowed under the relevant statutes. As more specifically set forth below, Plaintiff has been subjected to retaliation, any and all other Equal Employment Opportunity ("EEO") violations and breach of contract by the Defendant. The actions of the Defendant described herein constitute violations of Title VII of the Civil Rights Act of 1964, 42 U.S.C. 1981 and Mississippi law.

PARTIES

Plaintiff, Throssia Horton, in an adult resident citizen of Jackson,
 Tennessee.

- Defendant, Hinds County, Mississippi, may be served with process through Eddle Jean Carr, Chancery Clerk and Clerk of the Hinds County Board of Supervisors, 316 South President Street, Jackson, Mississippi.
- Defendant, Hinds County Sheriff's Department (hereinafter "Sheriff's Department") is a political subdivision of Hinds County, Mississippi. As a political subdivision of Hinds County, Mississippi, the Sheriff's Department may be served with process through Eddie Jean Carr, Chancery Clerk and Clerk of the Hinds County Board of Supervisors, 316 South President Street, Jackson, Mississippi.
- 4. Defendant, Hinds County Board of Supervisors (hereinafter "The Board") is a political subdivision of Hinds County, Mississippi. As a political subdivision of Hinds County, Mississippi, The Board may be served with process through Eddie Jean Carr, Chancery Clerk and Clerk of the Hinds County Board of Supervisors, 316 South President Street, Jackson, Mississippi.
- 5. Defendants, John Does 1 through 5 are individuals whom Plaintiff is currently unable to identify despite diligent efforts. Said Defendants are named pursuant to Miss. R. Civ. P. 9(h), insofar as their acts and/or omissions were negligent and/or otherwise tortious.

JURISDICTION

6. The Court has personal jurisdiction under 28 U.S.C. § 1331, and civil

rights jurisdiction under 28 U.S.C. § 1343. This action is authorized and instituted for causes of action arising under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000(e) et seq., 42 U.S.C. § 1981, and Mississippi law.

- 7. This Court has subject matter jurisdiction over the Plaintiff's claims of retaliation and any all other EEO violations and for breach of contract under Mississippi law.
- 8. Venue is proper in this Court.

STATEMENT OF FACTS

- Plaintiff has been an employee of the Defendants since June of 2007 as a jailor.
- 10. On or about April 2012, Plaintiff was transferred from a jailor to a patrol deputy for the Defendants.
- 11. Her job duties includes but not limited to driving a patrol car in and around Hinds County, Mississippi, enforcing the peace and dignity of the laws in Hinds County, Mississippi.
- 12. On or about July 2012, Plaintiff suffered an on the job work injury in which required surgery to her knee in February 2013.
- 13. On or about April 2013, while still on light duty, Plaintiff was made to participate in a weapons qualification. Plaintiff could not kneel at the time due to her knee injury.

- 14. Plaintiff failed her weapons qualification.
- 15. Upon release of her light duty, Plaintiff was denied the right to another weapons qualification.
- 16. On or about August 12, 2013, Plaintiff was sent home and her patrol car taken.
- 17. Plaintiff was reassigned to the front desk of the downtown jail in Jackson, Mississippi.
- 18. On or about October 29, 2013, Plaintiff was transferred back to jallor without explanation.
- 19. Plaintiff suffered a loss of pay.
- 20. Prior to these above events, Plaintiff had previously filed a complaint for discrimination in federal court for violations of her civil rights in March of 2013; however, Defendants did not answer to deny until October 2013. This is the same month that Plaintiff was transferred to jailor.
- 21. Plaintiff knew of other employees that failed the weapon's qualifications that were not transferred to jailor and continued with their present assignment.
- 22. The only reason for the reassignment was retaliation for her filing of her civil rights complaint.
- In January of 2014, Plaintiff had a meeting with Chief Deputy ChrisPicou to discuss the demotion to jailor. Picou specially made reference

to her prior filed lawsuit which was not the subject of her transfer.

Based on his comments, Plaintiff gained a greater belief that her transfer was due to her prior filed lawsuit.

- 24. The unlawful employment practices complained of above were intentional.
- 25. The unlawful employment practices complained of above were done with malice or with reckless indifference to the federally-protected and state-protected rights of Plaintiff.
- 26. A copy of the Notice of Right to Sue in the instant case attached as Exhibit "A".

COUNT I

RETALIATION

- 27. Plaintiff, Throssia Horton, re-alleges and incorporates all averments set forth in Paragraphs 1 through 26 above as if fully incorporated herein.
- 28. Defendants have unlawfully retaliated against Plaintiff for opposing discriminating practices by Defendants, thereby engaging Plaintiff in protected activity under Title VII of the Civil Rights Act of 1964 and 42 U.S.C. § 1981.
- 29. Defendants' unlawful retaliation against Plaintiff has damaged her professional reputation among her peers.
- 30. As a direct and proximate result of Defendants' unlawful conduct toward Plaintiff, Plaintiff has lost wages and benefits and has sustained

other pecuniary loss. Plaintiff has also been denied opportunities for career advancement. Defendants' retaliatory practices, insults, contempt, and disdain have been demeaning to Plaintiff and have caused her to suffer deep pain, humiliation, anxiety, health issues, and emotional stress.

COUNT II

INTENTIONAL AND/OR NEGLIGENT INFLICTION OF EMOTIONAL DISTRESS

- 31. Plaintiff re-alleges and incorporates all averments set forth in paragraphs 1 through 30 above as if fully incorporated herein.
- 32. The effect of these actions on Plaintiff was reasonably foreseeable.
- 33. Plaintiff has suffered injury as a result of the Defendants' actions.

COUNT III

BREACH OF CONTRACT

- 34. Plaintiff re-alleges and incorporates all averments set forth in paragraphs 1 through 33 above as if fully incorporated herein.
- 35. Along, with Plaintiff reporting of a federal employment rights violations, while Plaintiff was only transferred, Defendants breached their contract with Plaintiff by cutting her pay. Therefore, Defendants' rate of pay for Plaintiff was wrongful in that it violated the public policy of the State of Mississippi.

- 36. Defendants represented to Plaintiff, by various means, including but not limited to, written and oral employee guidelines that all employees, including the Plaintiff would be treated fairly and equitably. These provisions and representations form a part of the Plaintiff's express or implied employment contract or agreement with Defendants.
- 37. Plaintiff reasonably relied on Defendants' express or implied promises of job security and fair treatment and gave due consideration to such promises by rendering long and valuable service to the Defendants.
- 38. Plaintiff performed all conditions, covenants, promises, duties and responsibilities required of her in accordance and in conformity with the employment agreement or contract.
- 39. Defendants' termination of the Plaintiff, without good cause and in violation of public policy, constituted a breach of her express and/or implied employment contract. The breach of contract involved malice sufficient to create a tortious breach of contract as defined by Mississippi law.
- 40. There was implied in the agreement a covenant of good faith and fair dealing in the employment relationship between Defendants and Plaintiff. Such a duty required Defendants to refrain from any act that would prevent or impede the Plaintiff from performing all of the conditions of her employment.

41. Defendants breached the duty of good faith and fair dealing owed to their employees, especially the Plaintiff, herein, by decreasing her rate of pay for reports of their violations as required by law.

COUNT IV

PUNITIVE DAMAGES

- 42. Plaintiff re-alleges and incorporates all averments set forth in paragraphs 1 through 41 above as if fully incorporated herein.
- 43. The acts and omissions of Defendants described herein were willful, deliberate, and done with callous disregard for the rights of, sensibilities of, and likelihood of harm to Plaintiff.
- 44. Plaintiff is entitled to punitive damages as a result of Defendants' intentional acts in violation of Plaintiff's federally and state protected rights. Alternatively, Plaintiff is entitled to punitive damages because Defendants' unlawful acts against Plaintiff were committed maliciously and/or in reckless disregard of Plaintiff's rights.

PRAYER FOR RELIEF

WHEREFORE, PREMISES CONSIDERED, PLAINTIFF RESPECTFULLY PRAYS that the Court causes service to issue in this cause upon the Defendants and that this matter be set for trial. Upon trial by jury thereon, Plaintiff prays that the following relief be granted:

Defendants make Plaintiff whole by providing compensation for
past and future nonpecuniary losses resulting from unlawful
practices complained above, including, but not limited to, emotional
pain, suffering, inconvenience, loss of enjoyment of life,
humiliation, and to her non-pecuniary losses in amounts to be
determined at trial;

- Punitive damages against Defendants in an amount to be determined by the jury;
- 3. All costs, disbursements, pre-judgment interest, post-judgment interest, expert witness fees and reasonable attorney's fees allowed under actions brought pursuant to Title VII, 42 U.S.C. § 1981 and Mississippi law;
- 4. Such further relief as is deemed just and proper.

THIS the 29th day of October, 2014.

Respectfully submitted,

Throssia Horton Plaintiff

BY:

Daniel D. Ware, Her Attorney

Ware Law Firm, PLLC Daniel D. Ware, MSB# 10,847 2609 US Highway 49 South Florence, MS 39073 Phone: (601) 845-9273

Fax: (601) 845-0749 dware@warelawfirm.com

EFOC Form Case: 25CI1:14 cv 00675-TTG Document	#; 2 Filed:	10/29/2014 Pa	ige 10 of 10
· CHARGE OF DISCRIMINATION	Charge	Presented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		FEPA	
Outstriefly and Ottes audithouser sorors compressing the Artis.	X	EEOC	423-2014-00446
			and EEOC
State or local A	gency, il any		
Name (indicate Mr., Ms., Mrs.)	;	Home Phone (Incl. Area (
Ms. Throssia Horton		(601) 866-751	
3129 South Norrell Road, Bolton, MS 39041	He and ZIP Code		01-36:-74
Named is the Employer, Labor Organization, Employment Agency, Apprehitice: Discriminated Against Me or Others. (<i>If more than two, list under PARTIQULA</i>		State or Local Governmen	nt Agency That I Believe
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07 East Pascagoula Street, Jackson, MS 39209			
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declare under penalty of perjury that the above is true and correct.	the best of my k SIGNATURE OF (nowledge, information an COMPLAINANT D SWORN TO BEFORE ME	
Date Charging Party Signature			

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PLAINTIFF - PARTY(ES) INITIALLY BRINGING SUIT SHOULD BE E	RED FIRST (FIRST) NAME IN SHORT STYLE) - ENTER ADDITIONAL PLAINTIFFS ON SEPARAT	E FORM
Individual Horton Thross	(<u>M.</u>	Jr/Se/III/IV
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D/B/A / Agency		***************************************
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Estate of	Business Owner/Operator (d/b/a) or State Agency, and enter entity:	
D/B/A / Agency Hinds County, Mississippi		
Business Enter legal name of business	oration, partnership, agency - If Corporation, indicate state where incorporated	
Check (/) If Business Defendant is being sued in the	me of an entity other than the above, and enter below:	
D/B/A: ATTORNEY FOR THIS DEFENDANT: BBr No.	or Name: Pro Hac	Vice (√)
(If known)	Probate Children and Minors - Non-C)omestic
in left hand column, check one (1) box that best describes the nature of this suit. In right hand column check all	Accounting (Probate)	
boxes which indicate secondary claims.	Commitment Removal of Minority	
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Business Dissolution - Partnership	Intestate Estate Minor's Settlement Fraud Loas of Consortium	
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IN THE CIRCUIT COURT OF HINDS COUNTY, MISSISSIPPI FIRST JUDICAL DISTRICT

THR	OSSIA HORTON	PL	AINTIFF
HINDS COUNTY, MISSISSIPPI, HINDS COUNTY SHERIFF'S DEPARTMENT HINDS COUNTY BOARD OF SUPERVISORS and JOHN DOES 1 THROUGH 10 CAUSE NUMBER: 14-675 CAUSE NUM		CAUSE NUMBER: 14-675	·
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THE	STATE OF MISSISSIPPI		
TO:	Hinds County, Mississippi Eddie Jean Carr, Chancery Clerk and Clerk of th 316 South President Street, Ja	he Hinds County Board of Superviso ackson, Mississippi.	ors,

NOTICE TO DEFENDANT

THE COMPLAINT WHICH IS ATTACHED TO THIS SUMMONS IS IMPORTANT AND YOU MUST TAKE IMMEDIATE ACTION TO PROTECT YOUR RIGHTS.

You are required to mail or hand-deliver a copy of a written response to the Complaint to **WARE LAW FIRM, PLLC,** Daniel D. Ware, Attorney for Plaintiff, whose mailing address is 2609 US Highway 49 S, Florence, MS 39073. Your response must be mailed or delivered within thirty (30) days from the date of delivery of this Summons and Complaint or a Judgment by Default will be entered against you for the money or things demanded in the Complaint.

You must also file the original of you response with the clerk of this court within a reasonable time afterward.

ISSUED UNDER MY HAND AND THE SEAL OF SAID COURT, THIS 3 DAY OF Burburg Dunin, Circuin Clerk

CIRCUIT CLERK OF HINDS COUNTY

_D.C

Case: 25Cl1:14-cv-00675-TTG Document #: 4 Filed: 10/31/2014 Page 1 of 1

IN THE CIRCUIT COURT OF HINDS COUNTY, MISSISSIPPI FIRST JUDICAL DISTRICT

THROSSIA HORTON

PLAINTIFF

VS.

CAUSE NUMBER: 14.6.75

HINDS COUNTY, MISSISSIPPI,
HINDS COUNTY SHERIFF'S DEPARTMENT
HINDS COUNTY BOARD OF SUPERVISORS and
JOHN DOES 1 THROUGH 10

DEFENDANTS

SUMMONS

THE STATE OF MISSISSIPPI

TO: Hinds County Sheriff's Department

Eddie Jean Carr,

Chancery Clerk and Clerk of the Hinds County Board of Supervisors,

316 South President Street, Jackson, Mississippi.

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ISSUED UNDER MY HAND AND THE SEAL OF SAID COURT, THIS 3/ DAY OF 2014. Parbara Dupit, Circui Clerk

CIRCUIT OLERNOF HINDS COUNTY

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IN THE CIRCUIT COURT OF HINDS COUNTY, MISSISSIPPI FIRST JUDICAL DISTRICT

THROSSIA HORTON		PLAINTIFF
VS.	CAUSE NUMBER:_	14.675
HINDS COUNTY, MISSISSIPPI, HINDS COUNTY SHERIFF'S DEPA HINDS COUNTY BOARD OF SUPE JOHN DOES 1 THROUGH 10	•	DEFENDANTS
SI	UMMONS	

THE STATE OF MISSISSIPPI

TO: Hinds County Board of Supervisors

Eddie Jean Carr,

Chancery Clerk and Clerk of the Hinds County Board of Supervisors,

316 South President Street, Jackson, Mississippi.

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ISSUED UNDER MY HAND AND THE SEAL OF SAID COURT, THIS 3/ DAY OF Burbara Dung, Circui Ger.

CIRCUIT CLERK OF HIND'S COUNTY

CODE

PROOF OF SERVICE – SUMMONS (PROCESS SERVER)

Eddie Carr
Name of Person or Entity Served
I, the undersigned process server, served the summons and complaint upon the person or entity named above the manner set forth below:
FIRST CLASS MAIL AND ACKNOWLEDGMENT SERVICE: By mailing (by first class mail postage prepaid) on the date stated in the attached Notice, copies to the person served, together with copies of the form of notice and acknowledgment and return envelope postage prepaid, addressed to the sender.
PERSONAL SERVICE: I personally delivered copies to E Carr's Ad. Assist on the 10 th day of 10 th day of Mississippi.
RESIDENCE SERVICE: After exercising reasonable diligence I was unable to deliver copies to said person within County, Mississippi. I served the summons and complaint on the day of 20 at the usual place of abode of said person by leaving a true copy of the summons and complaint with , a member of the family of the person(s) served above the age of sixteen years and willing to receive the summons and complaint, and thereafter on the day of 20 I mailed (by first class mail, postage prepaid copies to the persons served at his or her usual place of abode where the copies were left.
CERTIFIED MAIL SERVICE: By mailing to an address outside Mississippi (by first class mail, postage prepair requiring a return receipt) copies to the person served.
At the time of service I was at least 18 years of age and not a party to this action.
Process server must list below: (Please print or type)
Name: Damil Dware
Address: 2409 US Huy 495 39073
Telephone No. 601 845 9273
Fee for service: \$
STATE OF MISSISSIPPI COUNTY OF
Personally appeared before me the undersigned authority in and for the State and County aforesaid, the within named
PROCESS SERVER (Signature) PROCESS SERVER (Signature) OF MISS O

IN THE CIRCUIT COURT OF HINDS COUNTY, MISSISSIPPI FIRST JUDICAL DISTRICT

THROSSIA HORTON

PLAINTIFF

VS.

CAUSE NUMBER:___

14-675

HINDS COUNTY, MISSISSIPPI,
HINDS COUNTY SHERIFF'S DEPARTMENT
HINDS COUNTY BOARD OF SUPERVISORS and
JOHN DOES 1 THROUGH 10

DEFENDANTS

SUMMONS

THE STATE OF MISSISSIPPI

TO:

Hinds County Board of Supervisors

Eddie Jean Carr,

Chancery Clerk and Clerk of the Hinds County Board of Supervisors,

316 South President Street, Jackson, Mississippi.

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ISSUED UNDER MY HAND AND THE SEAL OF SAID COURT, THIS _____ DAY OF ______, 2014.

CIRCUIT CLERK OF HINDS COUNTY

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Name of Person or Entity Served
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At the time of service I was at least 18 years of age and not a party to this action.
Process server must list below: (Please print or type)
Name: Danie) wone
Address: 2409 US Hwy 495 39073
Telephone No. 401 845 9273
Fee for service: \$
STATE OF MISSISSIPPI COUNTY OF ROME OF THE PROPERTY OF THE PRO
Personally appeared before me the undersigned authority in and for the State and County aforesaid, the within named <u>Oanleli</u> , who being first by me duly sworn states on oath that the matters and facts set forth in the foregoing "Proof of Service-Summons" are true and correct as therein stated. PROCESS SERVER (Signature)
Sworn to and subscriber being me the 11th day 100 2014.
O AFT PUOLOGIA
JENNY M. HENDRIX NOTARY PUBLIC
My Commission Expires: Commission Expires. NOTARY PUBLIC
ر کری Dec. 21, 2015 میزند . *
12-21-15 MAN COUNT

Case: 25CI1:14-cv-00675-TTG Document #: 7 Filed: 11/11/2014 Page 2 of 2

IN THE CIRCUIT COURT OF HINDS COUNTY, MISSISSIPPI FIRST JUDICAL DISTRICT

THROSSIA HORTON

PLAINTIFF

VS.

CAUSE NUMBER: 14-675

HINDS COUNTY, MISSISSIPPI,
HINDS COUNTY SHERIFF'S DEPARTMENT
HINDS COUNTY BOARD OF SUPERVISORS and
JOHN DOES 1 THROUGH 10

DEFENDANTS

SUMMONS

THE STATE OF MISSISSIPPI

TO: Hinds County Sheriff's Department

Eddie Jean Carr,

Chancery Clerk and Clerk of the Hinds County Board of Supervisors,

316 South President Street, Jackson, Mississippi.

NOTICE TO DEFENDANT

THE COMPLAINT WHICH IS ATTACHED TO THIS SUMMONS IS IMPORTANT AND YOU MUST TAKE IMMEDIATE ACTION TO PROTECT YOUR RIGHTS.

You are required to mail or hand-deliver a copy of a written response to the Complaint to **WARE LAW FIRM, PLLC,** Daniel D. Ware, Attorney for Plaintiff, whose mailing address is 2609 US Highway 49 S, Florence, MS 39073. Your response must be mailed or delivered within thirty (30) days from the date of delivery of this Summons and Complaint or a Judgment by Default will be entered against you for the money or things demanded in the Complaint.

You must also file the original of you response with the clerk of this court within a reasonable time afterward.

ISSUED UNDER MY HAND AND THE SEAL OF SAID COURT, THIS DAY OF 100 , 2014.

CIRCUIT CLERK OF HINDS COUNTY

PROOF OF SERVICE – SUMMONS (PROCESS SERVER)

Eddie Carr
Name of Person or Entity Served
I, the undersigned process server, served the summons and complaint upon the person or entity named above the manner set forth below:
FIRST CLASS MAIL AND ACKNOWLEDGMENT SERVICE: By mailing (by first class mail postage prepaid on the date stated in the attached Notice, copies to the person served, together with copies of the form of notice and acknowledgment and return envelope postage prepaid, addressed to the sender. PERSONAL SERVICE: I personally delivered copies to Eddie Carr Ad, Asisis on the Louis day on the Louis County of the St
of Mississippi. RESIDENCE SERVICE: After exercising reasonable diligence I was unable to deliver copies to said person within County, Mississippi. I served the summons and complaint on the d. of, 20 at the usual place of abode of said person by leaving a true copy of the summon and complaint with, who is the, a member of the family the person(s) served above the age of sixteen years and willing to receive the summons and complaint, and thereafter on the day of, 20 I mailed (by first class mail, postage prepair copies to the persons served at his or her usual place of abode where the copies were left.
CERTIFIED MAIL SERVICE: By mailing to an address outside Mississippi (by first class mail, postage preparequiring a return receipt) copies to the person served. At the time of service I was at least 18 years of age and not a party to this action.
Process server must list below: (Please print or type)
Name: David Dware
Address: 2609 US Hwy 495 391073
Telephone No. 6018459273
Fee for service: \$
STATE OF MISSISSIPPI COUNTY OF 15an Kin
Rersonally appeared before me the undersigned authority in and for the State and County aforesaid, the with named School D. Wave who being first by me duly sworn states on oath that the matters and facts set forth in the foregoing "Proof of Service-Summons" are true and correct as therein stated.
Sworn to and subscribed Helore has this the 11 day 10 U , 2014. On the 100926 NOTARY PUBLIC NOTARY PUBLIC
My Commission Expires: Commission Expires: Commission Expires: Commission Expires: AH COUNTY

Page 2 of 2 Filed: 11/11/2014 Case: 25CI1:14-cv-00675-TTG Document #: 8

IN THE CIRCUIT COURT OF HINDS COUNTY, MISSISSIPPI FIRST JUDICAL DISTRICT

THROSSIA HORTON PLAINTIFF CAUSE NUMBER:_ VS. HINDS COUNTY, MISSISSIPPI, HINDS COUNTY SHERIFF'S DEPARTMENT HINDS COUNTY BOARD OF SUPERVISORS and **JOHN DOES 1 THROUGH 10** DEFENDANTS

SUMMONS

THE STATE OF MISSISSIPPI

Hinds County, Mississippi TO:

Eddie Jean Carr,

Chancery Clerk and Clerk of the Hinds County Board of Supervisors,

316 South President Street, Jackson, Mississippi.

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You must also file the original of you response with the clerk of this court within a reasonable time afterward.

ISSUED UNDER MY HAND AND THE SEAL OF SAID COURT, THIS 10 DAY OF 1/01 , 2014.

CIRCUIT CLERK OF HINDS COUNT